



Annual Report

2022

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President's foreword

David Bernstein CBE

Welcome to this year's Level Playing Field Annual Report.

I would like to start by thanking all Level Playing Field members of staff, for their efforts over the course of another successful year for the charity.

A tremendous impact continues to be made by our small team. Each year, the experiences of so many disabled sports fans across England & Wales improve, as a result of their knowledge, care and dedication.

It is also important to recognise the contributions of our Trustees. The wealth of expertise and consideration they volunteer, complements the dedication of a highly motivated staff team.

On a representative level, we have also been pleased to welcome Roy Hodgson as a Patron this year. Roy is respected throughout football and the support of the former England manager will prove invaluable for us.

The visibility of the charity once again received a boost through the Weeks of Action campaign. There was a return to normality, with high levels of in-person activity at stadiums around the country and an opportunity for our staff to make physical visits.

This year has also featured numerous reminders of why our work continues to be so necessary. None was more striking than the UEFA Champions League Final, with disabled Liverpool fans treated unacceptably at another showpiece event. Our staff were in discussions with Liverpool Disabled Supporters' Associations throughout and wrote to UEFA and the Sports Minister in the aftermath, receiving responses from both. It is now important that these events are learned from.



Next year will present new opportunities and challenges for Level Playing Field. We are in the process of developing a new long-term strategy for the charity and continue to strengthen our relationships with key stakeholders.

There are also set to be further developments, on the back of the Government's Fan Led Review. This is of significant interest to me, given the dramatic impact it could have on the politics of football as a whole, in this country. Provisions for disabled supporters should be considered throughout and we are keen to see how that is incorporated.

2022 will be another important year for Level Playing Field, where accessibility and inclusion for disabled fans will remain at the heart of everything we do.

With best wishes,

David Bernstein CBE

Chair's report

Tony Taylor



I am pleased to welcome you to our latest Annual Report, on behalf of the Board of Trustees at Level Playing Field. Our thanks go to our President, David Bernstein CBE, whom you have already heard from, as well as our Vice Presidents Lord Faulkner of Worcester and Lord Rosser of Ickenham, for their support of our work during another important year for the charity.

We were deeply saddened this year, by the passing of our fellow trustee, Rex Burton. His honesty, wise counsel, and determination were a crucial part of Level Playing Field's growth. His passion and drive to improve access and inclusion for disabled fans inspired us all. Rest in peace Rex, from the Board of Trustees at Level Playing Field, the wider team and every supporter that has had a better experience as a result of your devotion.

Rex's contribution in this space was felt far beyond his work as a trustee, with the legacy of his tireless work as MK Dons Disability Officer being clear to see through our Away Fans Survey, as the club was officially awarded English football's 'best away fan experience.'

The away fan survey was an important piece of research, which had some troubling findings. It revealed that over half of the disabled fans who do not currently attend away games had done previously. This suggests that many disabled supporters are now opting not to attend away games, with key barriers highlighted as poor views, being seated in the home end and the lack of disability awareness from other fans. These issues can all be rectified, and we are working towards this with clubs and disabled supporters' associations (DSAs).

A need for more education and awareness in the wider supporter community was also raised by the results of our second annual fan survey. The number of fans for whom 'Attitudes of others is a barrier when attending live sport' almost doubled from the 2021 results. The figure jumped from 15%, to 28.5% this year. This survey provides valuable evidence when we discuss the need for improvements with

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clubs and governing bodies, while also allowing DSAs and individual fans to raise key concerns directly, while removing any misconceptions their experiences could be isolated.

1309 fans participated in the 2022 Level Playing Field annual fan survey, which was a slight reduction on the launch edition, as would be expected. We are keen to ensure this increases in 2023 however, to maintain the strength of our data and as next year will be key for assessing trends across the period.

I would like to thank all the clubs that collaborated with us on surveys and campaigns throughout the year. While the findings will not always be complimentary for them, it is crucial that they still see the value and engage accordingly. We are also grateful to our funders, particularly the Premier League and EFL. Their financial support is essential to our ongoing work, as is their recognition of the need for a collective approach to improvements on access and inclusion.

Interaction with governing bodies has been far worse on the European stage. The treatment of disabled supporters at the Champions League Final was unacceptable and we have been working with Liverpool DSA, politicians and the wider fan community to address that. We were invited to provide evidence to the Digital, Culture, Media and Sport Select Committee (DCMS) and also wrote to UEFA directly on two separate occasions. Our work to ensure the prioritisation of media over disabled supporters ends and considerations for disabled fans are brought to the forefront when planning these events will continue.

Our thanks go to the fans and DSAs who support us with these battles and highlight the barriers they meet when watching live sport, as well as sharing the good practices they encounter. This expands our knowledge base beyond what would ever be possible internally and we will always seek out your insight.

The staff team at Level Playing Field has grown this year, with the introduction of our new access auditor, David Moffat. This comes with the increased demand for audits, showing further commitments from venues to ensure they are suitable for disabled fans, and the regard in which Level Playing Field is held when it comes to carrying out audits and working with the relevant staff in the aftermath.

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I am hugely thankful to our staff as a whole, for the work they have done throughout 2022, which has raised the voice of disabled fans. It was a relief that this year, more of that could once again be done in person and there was direct interaction with the fans their work is being done to assist.

My final thanks, goes to my fellow trustees. Your hard work is certainly felt by me and I know likewise from all others at Level Playing Field. We continue to see development, year-on-year and I know that is a reward for each of you. Attending live sport is a significant force for good and its impact on a person's wellbeing should never be taken for granted. It must be preserved and enhanced and that will continue to be our aim in 2023.

Tony Taylor



About Level Playing Field

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Level Playing Field is a registered charity in England and Wales, which acts as a campaigning and advisory organisation to its membership and other parties across all sports. We have a team of dedicated staff with specialist knowledge, skills and experience around issues concerning access and inclusion.

Level Playing Field embraces 'the social model of disability' and promotes the removal of barriers that might prevent a disabled spectator from attending or enjoying a live sports event. We want to ensure that disabled people enjoy an equality of experience as they attend live sport. Level Playing Field is driven to address the current inequality of experience for disabled fans attending live sport. Whether it's lack of choice, availability of tickets or a second-rate experience we use a proactive and constructive approach to tackle these and other issues.



Our mission

Level Playing Field promotes a positive, inclusive experience for disabled sports fans



Our vision

A world in which all disabled fans can freely access and enjoy live sporting events.



Our aims

- Providing support and advocacy for disabled sports fans.
- Offering advice, access audits and training to sports clubs and governing bodies.
- Working with architects and design teams to ensure an inclusive and accessible physical environment at live sporting events.
- Building relationships and partnerships with sports clubs, DSAs, fans and sector organisations.
- Campaigning to keep the disability agenda top of mind for the government.

Level Playing Field delivers its work through four key pillars:

- 
- **For the Fans**
 - **For the Clubs**
 - **Knowledge Centre**
 - **Campaigns**

Putting it simply, Level Playing Field campaigns and works towards improving the matchday experience for disabled fans by driving an equal matchday experience.

Why we do what we do

It is estimated that 50% of disabled people don't take part in recreational or physical activity.

The barriers to why a disabled fan chooses not to attend live sport can be addressed through training, raising awareness, and updating facilities and services. Last year, Level Playing Field received hundreds of enquiries and complaints and we aim to address these common recurring issues.

Level Playing Field are guided by the following principles:

- ▶ Anti-discrimination – so that disabled people do not face discrimination arising from poor or misinformed practice.
- ▶ Equality of opportunity or making things fairer – for disabled people in every aspect of their contact with sports clubs and venues.
- ▶ Increasing the independence and choices that disabled people have.
- ▶ Individual requirements / diversity – recognising that a disabled person is an individual who, like all others, has his or her own requirements, abilities, human rights and responsibilities.
- ▶ Integration/inclusion – such that services are made accessible to disabled people and offer choice.
- ▶ Involvement in decision-making – so that disabled people, and/or their advocates, are consulted before decisions that affect them are made.
- ▶ The social model of disability, which explains that it is social and physical 'barriers' that cause 'disability', not impairments.

Level Playing Field is working to remove the barriers that currently exclude disabled people. These barriers can be prejudice and stereotypes, the way things are organised and run, along with little to no access to information, buildings and transport.



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Knowledge Centre



Away fan survey

As the leading charity for disabled sports fans in England and Wales, Level Playing Field receives hundreds of comments, enquiries, complaints and match reviews from disabled supporters each year. Through reading and responding to these comments, we've seen time and time again how different the matchday experience often is for disabled away fans, compared to home fans.

We wanted to hear more from disabled supporters about their experience of attending away matches and investigate how widespread the discrepancy between the home and away matchday experience is.

The survey was conducted online and was sent out to disabled supporters through Disabled Supporters Associations (DSAs), club contacts and also via social media. The survey was live for a month, running from Thursday 6th January through to Sunday 6th February 2022. Responses were anonymous unless the respondent chose to give their name.

The results presented in this survey summary will be used to advise clubs on how best to support the disabled away fans who visit their stadiums. It will also be used to advise governing bodies, DSAs and non-disabled supporter groups.

Key findings

Barriers to attending

48% of respondents said that a poor view of the match was a barrier for them attending away matches.

The next two most common barriers for disabled fans were not being seated with their own fans (28%) and difficulty purchasing tickets (25%).



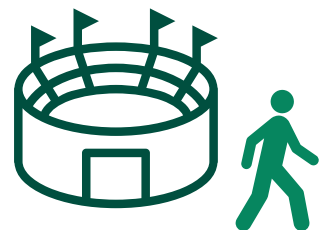
Disability Abuse

43% of the disabled respondents said they had experienced some form of abuse or negative attitude at an away game in the last 5 years.



Declining attendance

Over half of the disabled fans who don't currently attend away games said that they had done previously. The number one provision these fans said that they needed to be available was better/more accessible parking.



Toilet Facilities

On average, respondents rated 'toilet quality' as being between poor and adequate for away matchdays - notably lower than other categories.





Annual fan survey

Level Playing Field is a registered charity in England and Wales that exists to improve the experience of disabled sports fans attending live matches and sports events. As a campaigning and advisory organisation, we work with both fans and organisations across all sports to help drive these improvements.

One of the key ways that we do this is by engaging with disabled spectators to better understand their experiences and to ask what they require on matchdays. The annual survey helps us to gather this information and is our biggest survey each year, with over 1000 disabled sports fans participating. This is the second year the survey has been conducted.

The survey was conducted using SurveyMonkey and was sent out to disabled supporters through Disabled Supporters Associations (DSAs), club contacts and also via social media. The survey was live for a month, running from Tuesday 5th July through to Friday 5th August 2022. Responses were anonymous unless the respondent chose to give their name.

This summary report details the results of the survey and compares many of these results with last year's findings. Throughout this report, the term 'pp' will be used as an abbreviation for percentage points when comparing percentages. For example, an increase from 10% last year to 15% would be 'Up 5pp'.

The results of the survey will be used to advise clubs on how best to improve the matchday experience of disabled fans. It will also be used to advise governing bodies, DSAs and non-disabled supporter groups on disability access & inclusion.

Key findings

Attitudes of others

The amount of fans for whom 'Attitudes of others is a barrier when attending live sport' has almost doubled.

The figure jumped from 15% in 2021 to 28.5% this year.



Anxiety barriers

Over a quarter of disabled fans said that 'anxiety or lack of confidence is a barrier when attending live sport'.

This was an increase from last year - rising from 24.5% to 26.5% - despite covid-19 restrictions abating.



Ticketing difficulties

There was also a significant increase in the number of fans for whom 'difficulty purchasing tickets' was a barrier.

This rose from 17% of fans in 2021 to 24% this year.



Inaccessible Venues

The number of disabled fans who said they are unable to attend certain sports or sporting venues due to lack of accessibility has increased to 36.5%.

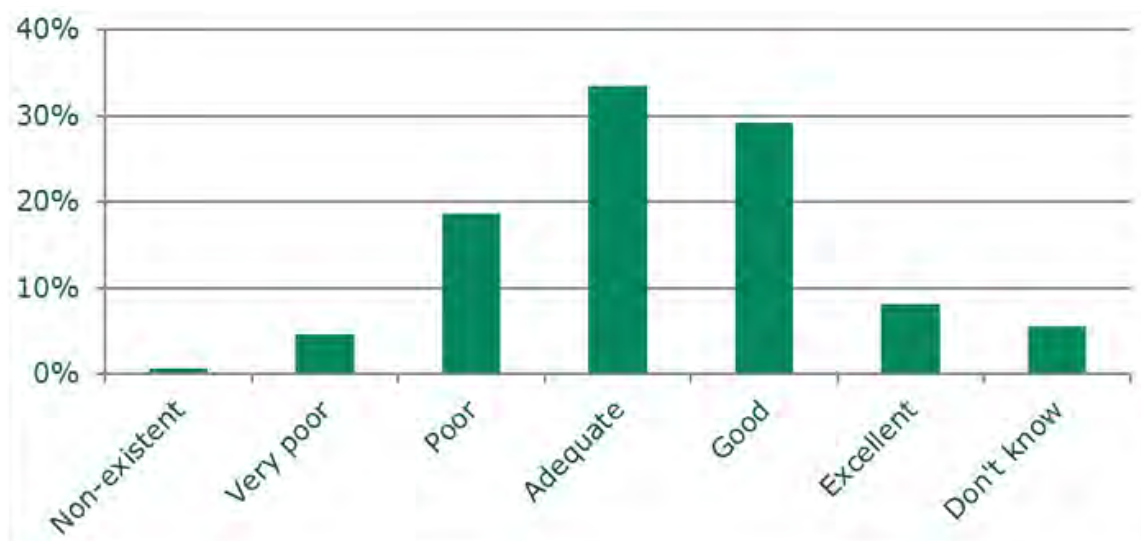
This is a significant increase from 30.5% in 2021.



Club ratings – Nationwide

We asked respondents "Overall, how would you rate sports stadiums / clubs in England and Wales on access and inclusion?" The chart below shows the results.

Figure 6: Accessibility ratings for stadiums in England and Wales



- Non-existent – **0.5%** (Unchanged)
- Very poor – **4.5%** (Down 1pp)
- Poor – **18.5%** (Up 1.5pp)
- Adequate – **33.5%** (Up 2.5pp)
- Good – **29%** (Down 2.5pp)
- Excellent – **8%** (Down 0.5pp)
- Don't know – **5.5%** (Down 1pp)



Overall, fans gave an average rating between 'Adequate' and 'Good', which is the same as last year. However there was a decrease in the number of fans who rated access and inclusion as 'good' and a similar size increase in the number of fans who rated it as 'adequate'. Whilst these changes are fairly small, this is clearly a shift in the wrong direction, as we would hope to see access and inclusion improving each year at stadiums in England and Wales.

Campaigns

Weeks of Action

Weeks of Action returned with fans back in stadiums for the charity's 18th Weeks of Action campaign since its launch in 2005.

Level Playing Field continued its year on year growth in engagement across both club participation and in the digital sphere, with over 100 clubs, disabled supporters associations, organisations and partners supporting the campaign and its message: For Disabled Sports Fans.

Level Playing Field ambassador and three-time Paralympic Champion Stephen Miller helped launch the campaign in February 2022, writing to clubs to ask for their continued support once more.



The Manchester Derby

In another Weeks of Action campaign that saw over 100 clubs and organisations take part, the Premier League had the biggest increase in support from the previous year.

Man City dedicated their match against Man United to the campaign, and club staff met with a handful disabled supporters to hear about how they are enjoying being back.

“I would like to thank the access team for making me feel comfortable returning to the stadium, and for their efforts to make my matchday experience as easy and comfortable as possible,” life-long season ticket holder Lynn Ratcliffe said. She and her assistance dog, Simba, were particularly pleased to be back at the stadium on derby day.

Lynn expressed the importance of Level Playing Field’s commitment to improving the accessibility of stadia across the UK, and also mentioned how its website helps her to find important accessibility information for the grounds she visits on her travels with the Club.



Social media

The charity enjoyed another successful campaign across our social media platforms, and the below stats highlight how far the it has come over the years, spreading the positive work done to improve better accessibility and inclusion for disabled fans far and wide.



766,000

impressions



74,400

profile visits



1,431

mentions



46%

rise in
impressions
compared
to 2020



116%

rise in
profile visits
compared
to 2021

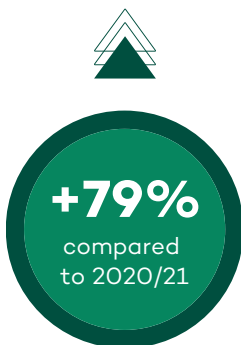


85%

rise in
mentions
compared
to 2020



Promotional materials



UEFA Champions League Final

Communication with UEFA

On May 24 - in the week ahead of the Champions League Final - Level Playing Field wrote to UEFA to ask 'why only 14% of available wheelchair user spaces have been offered to disabled supporters who might require this accessible space.'

Liverpool Football Club were allocated only 38 wheelchair user spaces for the Champions League final at the Stade de France in Paris and understanding was that Real Madrid were allocated the same amount. This meant only 76 spaces in total.

There are 550 wheelchair user spaces available at the Stade de France, so only 14% were to both sets of fans.

Level Playing Field understand that some spaces have not been sold due to poor infrastructure and asked UEFA to clarify this, and whether that meant UEFA believed that the 474 spaces not being sold were not fit for purpose.

UEFA were also asked for assurances that those wheelchair user spaces were not used for camera/media positioning or given to corporate partners that do not have a disability.

What was provided in total to Liverpool and Real Madrid was just over 0.1% of the overall capacity of Stade de France. This is entirely unacceptable. The charity made it clear, that any future finals and tournaments needed to look to provide, not withhold.

Questions were also raised about the stadium, which is set to host the Summer Olympics and Paralympics in 2024.

UEFA response

On May 25th, Level Playing Field received a response from UEFA's Football and Social Responsibility division (FSR) thanking Level Playing Field for the email but stating that.

UEFA “acknowledge the situation and states that we (UEFA) agree that the number of seats available to disabled and low mobility supporters is insufficient. We (UEFA) constantly work to ensure the best possible conditions to eliminate barriers to access to UEFA competitions matches.”

“Due to operational challenges, linked in particular to the change of venue for the final on short notice (Stade de France replaced Saint Petersburg only on February 25th), UEFA was able to assign 93 wheelchair positions (76 allocated to the fans of the two clubs) which fulfil the quality sightlines UEFA aims to offer to disabled spectators.”

“For an event of this size, UEFA would usually aim to identify a higher number of positions, but due to operational constraints (e.g. security, poor view, etc.) and the short preparation time, it was not possible to implement optimal solutions for more wheelchair positions.

“Regardless of this year’s specific situation, we will continue to work to improve accessibility to UEFA’s matches.”

Level Playing Field responded to UEFA, thanking them for their response, but sharing disappointment that questions were not directly answered,

UEFA confirmed that there was insufficient space for disabled fans, which raised further questions on their criteria for major international final hosts.

They also failed to provide assurances that any available wheelchair user spaces were not used for camera/media positioning. This went on to be the case.

The charity called on UEFA to look to work more closely with disabled fans and experts when selecting stadiums and organising future events.

After the final

Level Playing Field's Fans Liaison Officer, Liam Bird, wrote to UEFA following the mistreatment of disabled fans at the final. In it he urged the governing body to expand its review and an excerpt can be found below:

Level Playing Field welcomes the fact that UEFA has commissioned an independent report into the scenes outside the ground at the Champions League final between Liverpool and Real Madrid. But we call on UEFA to widen this review into why wheelchair user spaces were used to house media and potentially corporate guests.

As you know, UEFA only provided 96 wheelchair user spaces (38 provided to Liverpool and 38 to Real Madrid and the remainder on general sale out of the 550 available). For UEFA to provide such minimal allocation for wheelchair users and instead allocate to media is shameful.

We would like to see the review ask:

- If disability inclusion was 'factored in' when choosing the final stadium for this year's tournament?
- Why was a stadium that UEFA themselves stated had operational constraints "sight lines" and also possible "security" considerations, chosen to host a major international final?
- Why did UEFA exclude disabled football fans from a major tournament to benefit media and corporate guests?
- Is there a cultural issue at UEFA towards the safety and also the inclusion of fans? Following the Euro 2020 final the UEFA president issued inappropriate remarks that were not accurate. He stated he hadn't seen issues at Wembley, and it was a nice final. This coupled with what we have witnessed at the Stade de France paints a concerning picture. Will this be considered in the review also? [Click here for news article relating to the comments.](#)

UEFA needs a full review into how they view and support disabled football fans' inclusion and safety. Disabled voices need to be part of any review because at the moment, in the eyes of many disabled supporters, #EqualGame needs an asterisk at the end: *Unless you are a supporter with a disability.



Communication with Government

Chair of Level Playing Field, Tony Taylor, wrote a letter to the Department for Digital, Culture, Media and Sport, which can be found below:

I am sure you are aware that Level Playing Field (a registered charity) actively campaigns and represents the views of disabled fans across a number of sports. The majority of our work is, of course, football-based.

May I say I welcome your comments regarding the appalling scenes we witnessed at the Champions League Final. We are grateful for your request to UEFA for a full and thorough investigation of what could have potentially been a catastrophic sequence of events.

We have now seen crowd trouble at two major finals (Euro 2020 and the Champions League Final). Unfortunately, it was reported that disabled fans were caught up in the issues witnessed pre-game at both of these major sporting events. We wish to ensure that relevant questions and observations around disabled fans' safety are appropriately made and considered, and we would be pleased to discuss this with you.

We also wish to raise another serious issue with you relating to the Champions League Final. The Stade de France capacity for wheelchair users is 550 spaces. For the final, UEFA allocated a paltry 38 spaces for Liverpool and Real Madrid. Additionally, some wheelchair user spaces were sold directly by UEFA to non-Liverpool or Real Madrid fans making the total available wheelchair space at a major European final equate to just 93 spaces. This left 457 Wheelchair user spaces unaccounted for.

We had serious concerns with this and raised several questions and requested assurances from UEFA ahead of the final. We are aware that UEFA deemed certain spaces as not fit for purpose. Some of the questions we posed to UEFA included the following.

We understand from speaking to our associates at the Centre for Access to Football in Europe (of which I am also a director) that tickets for some of the spaces are not being sold due to poor infrastructure. Does this mean that UEFA considers that 474 spaces of the 550 wheelchair user spaces at the Stade de France are not fit for purpose?

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May we please have your assurances that these wheelchair user spaces are not being used for camera/media positioning or given to corporate partners that do not have a disability?

Level Playing Field considers that it would be far more appropriate to invest in delivering more accessible spaces – especially for a final of this magnitude – rather than restricting the rights of disabled people to attend by reducing the capacity. We fully understand that the match was transferred to Paris at relatively short notice, given events in Ukraine, but the stadium in Paris is a significant one, and we would expect it to be fit for purpose, particularly for a country that is presumably in the final stages of preparations for the Olympic Games.

UEFA's response was then shared.

We specifically asked UEFA again why was it that 457 wheelchair user spaces at the Stade de France were not fit for purpose?

We have also asked if disability inclusion was 'factored in' when choosing the final stadium for this year's tournament? We appreciate that the situation in Russia has caused issues; however, the final is being hosted in a stadium that even UEFA consider to have "insufficient" wheelchair user spaces.

UEFA has chosen a stadium which boasts 550 Wheelchair user spaces; however, it would seem only 96 are fit for purpose. They state 'it's not possible to implement optimal solutions.

Finally, UEFA did not provide any assurances that wheelchair user spaces were not being used for camera/media positioning or given to corporate partners that may not have a disability?

UEFA rightly promote their #EqualGame campaign to promote a vision that everyone should be able to enjoy football. Their actions – or inaction – regarding this year's Champions League final suggests that #EqualGame means Equality, provided you are not disabled.

We are sure that, like us, you will have seen evidence that wheelchair bays were being used for the press and media the final, evidence was shared, indicating that wheelchair bays were being used for press and media, something that UEFA could have declared to us in advance had they been so minded.

I know that you are in contact with UEFA about events at the final, but I would ask you to raise our concerns as it is clear that disabled Liverpool fans, in particular, were not considered and discriminated against.

Dear Tony,

Thank you for your correspondence of 30 May to the Secretary of State for Digital, Culture, Media and Sport, the Rt Hon Nadine Dorries MP, regarding the UEFA Champions League Final 2022. I am replying as the Minister for Sport. Thank you for raising your concerns. We were appalled by the terrifying and potentially dangerous conditions experienced by many Liverpool fans at the Champions League and I am shocked and concerned by what has come to light. We welcome the fact that UEFA has commissioned an independent investigation, and issued an apology to fans who attended the final.

The French Government has also commissioned a review of the delivery of the event and will also be supporting the UEFA investigation. I met with Minister Oudéa-Castéramet earlier this month and we will continue to work closely with the relevant authorities and Liverpool FC, noting the specific issues you have raised with regards to disabled access.

The government recognises the great importance of getting disabled people to take part in sport and physical activity both as participants and as spectators. We recognise there are barriers which exist and prevent some people from taking part, and we want to continue to do all that we can to tackle these. We will continue to work with our arm's length bodies and sector partners to encourage sport bodies to make sport more accessible.

As you will be aware, the government expects all sports and all clubs to take the necessary action to fulfil their legal obligations under the Equality Act of 2010 to make reasonable adjustments so that disabled people are not placed at a substantial disadvantage when accessing sports venues.

The reasonable adjustment duty is an anticipatory duty because it is owed to disabled people in general. This means that owners of stadia are expected to anticipate the requirements of disabled customers and the adjustments that may have to be made for them, so that disabled people can access the service or facility in question.

Thank you again for your letter. I hope this response has been helpful.

Nigel Huddleston MP Minister for Sport, Tourism, Heritage and Civil Society.

The Team Grows

Dave Moffat joins as new Access Auditor

Following a period of growth, Level Playing Field appointed a new full time Access Auditor to join the access team.

Dave Moffat officially joined in April and his role involves undertaking Access Audits on Sports stadia throughout the country.

Dave graduated from Northumbria University in 2019 with a degree in Building Surveying and is currently working towards his NRAC accreditation.



He has been a building surveyor for over 20 years, specialising and training in accessibility over the last five years. He is passionate about accessibility and sport.

Level Playing Field General Manager and Head of Access Ruth Hopkins said: "Following a period of growth at Level Playing Field we are delighted to welcome Dave to the team.

"His experience and love of sport will be invaluable and we know he is looking forward to undertaking access audits and design appraisals at different sports venues across the country."

Dave enjoys all sports having participated in football, rugby, cricket and hockey amongst others and has recently taken up walking football, which he really enjoys.

He has managed adult and junior football teams, including his sons football team from under 9s through to under 19s.

Dave is a lifelong Newcastle United fan and follows all his local sports teams.

Roy Hodgson CBE joins as Patron



Level Playing Field was delighted to announce former England manager Roy Hodgson CBE is to be its Patron.

An influential figure in the game, boasting an impressive coaching career, Roy began his career in Sweden and went on to manage clubs with great success across Europe and, of course, in the Premier League.

During his illustrious career in football management, he has coached national teams including Switzerland, United Arab Emirates, Finland, and of course, England. He led the Three Lions to three major international tournaments, including the 2014 World Cup in Brazil, as well as Euro 2012 and Euro 2016. Roy supported Level Playing Field's Weeks of Action campaign in 2021 when in charge of Premier League side Crystal Palace.

Tony Taylor, Chair of Level Playing Field, said: "We are delighted to welcome Roy as our new Patron.

"He joins us at an exciting time for the charity. The power of attending live sport should never be underestimated and the opportunity to participate in the beautiful game, in however you choose, should be available to all.

"His footballing achievements are inspiring, and I am confident his appointment will have a decisive influence on Level Playing Field moving forward."

Level Playing Field's President, David Bernstein CBE, himself a former Chair of the Football Association, said: "It is great for us to have Roy on board.

"The legacy he has in football and sport is admirable and will be integral as the charity continues to work towards future missions and aims."

Roy said: "I am really proud to join Level Playing Field as their new Patron.

"The work it does is vital in ensuring disabled sports fans are rightly included and have an equal opportunity to watch football and other sports.

"Over my years managing, I have looked up into the stands and have seen visible improvements in infrastructure as well as in stadium facilities for disabled fans but clearly there is a lot more to do."

Level Playing Field

A year in review

As 2022 drew to a close year, we took a look back on a significant year for Level Playing Field. The review can be seen in full on the charity's website.

We saw disabled fan representation in the English parliament and the French Senate.

There were biggest-of-their-kind disability fan surveys that provided mixed results regarding access and inclusion of disabled sports fans.

Late in the year, Gianni Infantino's 'I Feel' speech served as a stark reminder that there is a lot of work to do to educate disabled and non-disabled people regarding disability inclusion and that we must continue to do more to ensure the voices of disabled fans are elevated.



January

Away Fan Survey launched

February

Weeks of Action kicks-off

March

Huddersfield open inclusion room

April

Dave Moffat joins Level Playing Field

May

Cath Dyer named EFL Supporter of the Year

June

UEFA urged to expand independent review

July

Matchday supporter guide launched

August

MK Dons win Best Away Fan Experience

September

See Sport Differently support for RNIB

October

Transport for All given podcast platform

November

Annual Fan Survey results published

December

Unite For Access launched

Staff



Owain Davies

Chief Executive



Ruth Hopkins

General Manager & Head of Access and
Development - NRAC Auditor



Nicky Baker

Access and Development Officer -
NRAC Auditor



Daniel Townley

Development Officer



Liam Bird

Fans Liaison Officer



Ben Southby

Media and Communications Officer

Trustees



Tony Taylor

Chair



Steve Evans

Secretary



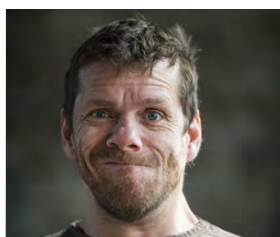
Joanna Deagle

Trustee



Jo McNicol

Trustee



Jamie Beddard

Trustee

A word from the Chief Executive

Owain Davies

Thank you for taking the time to read this annual report. I hope that through it, you have seen the value that our staff and network of disabled fans have provided, in our mission to improve access and inclusion.

2022 has been a year of many successes for us as a charity but has seen further concerns raised. The horrific events at the UEFA Champions League Final, following the failures we saw at the Euro 2020 Final, serve as a clear warning. More must be done to protect fans and the current disregard for their welfare cannot be tolerated.

Our key campaigns had so much life in them this year. Two major surveys focused on the why watching live sport is so important and areas to improve, while 'Weeks of Action' was centred around the return of fans.

A personal favourite moment from the 'Weeks of Action' campaign, was the implementation of British Sign Language at the Carabao Cup Final for the national anthem. Interpreters wore Level Playing Field branding, providing an important service for disabled fans, as well as visibility within the wider crowd. We are excited to see this grow and looking ahead to next year, we cannot wait to see what impact the name change to 'Unite For Access' will have on the campaign.



The second year of our annual fan survey has once again provided us with key areas to target. Our away fan survey results also gave us a different set of data and backed up many of the points we have been raising. Nearly 50% of respondents said that poor views were barriers to attending away matches, while 28% of respondents have stated that not being in the away end with their own fans contributed to a poor away matchday experience. We also saw very concerning responses in terms of abuse and negative attitudes, which we are pushing for more action to be taken on. A positive side of the results was that it allowed us to recognise the efforts on MK Dons, who received the best appraisals from disabled fans.

This year also saw us increase direct support for fans, with the creation of a guide for first-time football fans and Personal Assistants. Support for clubs has also been provided, with 12 disability access officer round table meetings and ongoing expert advice sharing.

Our vast work throughout this year would not be possible without support from the Premier League and the EFL, which we are very grateful for. I am also hugely thankful to all of the Disabled Supporters' Associations and clubs that have collaborated with us.

My biggest thanks though, goes to my fellow staff. They frequently go above and beyond in their efforts to improve access and inclusion. I know they see the rewards in our work, so I am pleased that we have been able to achieve so much together over the last 12 months.



Level Playing Field
The Junction
Station Road
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WD17 1ET



01923 545 370



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levelplayingfield.org.uk



@lpftweets



@levelplayingfielduk



/lpftweets



Company Number: 11109719
Charity Number: 1177415

LEVEL PLAYING FIELD
DIRECTORS' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

LEVEL PLAYING FIELD

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LEVEL PLAYING FIELD

CHARITY REFERENCE AND ADMINISTRATIVE DETAILS

CHARITY NUMBER: 1177415

COMPANY NUMBER: 11109719

TRUSTEES/DIRECTORS: A Taylor (Chair)
S Evans
J McNicol
R Burton (until 5 January 2022)
J Deagle (resigned 13 March 2023)
J Beddard

COMPANY SECRETARY: S Evans

REGISTERED OFFICE: Greville House
10 Jury Street
Warwick
Warwickshire
CV34 4EW

PRINCIPAL ADDRESS: The Junction
Station Road
Watford
WD17 1ET

INDEPENDENT EXAMINER: Mark Harwood FCA BFP FMAAT
Michael Harwood & Co
Greville House
10 Jury Street
Warwick
Warwickshire
CV34 4EW

LEVEL PLAYING FIELD

TRUSTEES' ANNUAL REPORT (INCL DIRECTORS' REPORT)

The Trustees present their report and the financial statements of the charity for the year ended 31st December 2022. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" in preparing the annual report and financial statements of the charity.

STRUCTURE, GOVERNANCE & MANAGEMENT

Level Playing Field, a charitable company limited by guarantee (Company no. 11109719 and Charity no. 1177415), was incorporated on the 13th December 2017 and is governed by a Memorandum and Articles of Association. The directors of the charitable company (who are its trustees for the purposes of charity law) have no interest in the company's assets or surplus and receive no remuneration.

The Directors/Trustees meet at least once a quarter and are actively involved in the strategic direction of the charity. Level Playing Field is an inclusive employer and actively promotes the positive impact of having a diverse workforce and trustee board. Level Playing Field has signed up to the Disability Confident Scheme. This commitment allows Level Playing Field to accurately and responsibly represent the community it serves. Trustees are recruited and appointed in line with best practice using both internal and external sources.

A business continuation policy is in place and the Trustees constantly review potential risks, producing plans incorporating financial, operational and strategic options to react to changing circumstances should they occur based on detailed risk assessment.

The Charity works on a collaborative basis with several charities, including the Wheelchair Football Association with which a partnership agreement was signed in 2021. The Charity also works closely with the Centre for Access to Football in Europe, but has no formal agreements or links in situ.

OBJECTS AND ACTIVITIES

Level Playing Field adopts and promotes the social model of disability, in which disability is viewed as a social issue and that an individual only becomes disabled as a result of the social, attitudinal and environmental barriers that the individual faces.

The Charity is focused on removing these barriers in all sports. Level Playing Field (and its membership) is committed to achieving an environment where:

- all fans can enjoy an equal experience at live sports events
- all stadia and sports venues are fully accessible and inclusive
- all customer and/or fan services are equal and inclusive
- disabled people are seen as customers with a commercial value

The Charity is guided by the following principles:

- anti-discrimination – so that disabled people do not face discrimination arising from poor or misinformed practice
- equality of opportunity and fairness – for disabled people in every aspect of their contact with sports clubs and venues
- increasing the independence and choices offered to disabled people
- individual requirements – recognising that a disabled person is an individual who, in a diverse society, has his or her own requirements, abilities, human rights and responsibilities
- integration/inclusion – such that services are made accessible to disabled people and offer a choice
- involvement in decision-making – so that disabled people, and/or their advocates, are consulted before decisions which affect them are made
- acknowledgement of the social model of disability which explains that it is social and physical barriers that cause 'disability' not impairments.

LEVEL PLAYING FIELD

DIRECTORS' REPORT (Continued)

Level Playing Field is working to remove the barriers that currently exclude disabled people, including:

- prejudice and stereotypes
- the way things are organised and run
- lack of/inadequate access to information, buildings and transport

The Directors/Trustees have had due regard to the guidance published by The Charity Commission on public benefit in managing the activities of the Charity.

The main activities of the Charity during the year were as follows (a more detailed summary of the charity's activities can be found in the Annual Report):

Fan Engagement

2022 was a busy period for Level Playing Field; fans were back watching live sport and attention was on watching live sports in the stands. There were a number of key areas of work which were undertaken:

- podcasts: this continued to reach fans across the country and beyond with monthly episodes released focusing on a range of topics from LPF survey results to the away match experience.
- fan forums: continued virtually with good attendance. A number of forums took the opportunity to focus on underrepresented disabilities and provide education and awareness amongst fellow fans.
- in 2022 Level Playing Field was pleased to award MK Dons with the 'Best away fan experience' as voted by fans.
- Disabled Supporters Associations: support and guidance were provided across the season with further support in the establishment of new Disabled Supporters Associations.

Champions League Final 2022

Once again in 2022 there was a major final and another major incident occurred. This time it was the Champions League final at Stade de France where Liverpool played Real Madrid. The scenes outside the stadiums were terrifying to see and even more so for the fans caught up in it.

We have now seen crowd trouble at two major finals (Euro 2020 and the Champions League Final). Unfortunately, it was reported that disabled fans were caught up in the issues witnessed pre-game at both of these major sporting events. We wish to ensure that relevant questions and observations about disabled fans' safety are appropriately made and considered, and we would be pleased to work with authorities to ensure this doesn't happen again.

Surveys

Our knowledge centre pillar of work has been vital throughout 2022 as we were able to gather real life experiences and used that information to bring about change. Throughout the year, the Charity had over 1900 fans take part in two Level Playing Field surveys (Away Fan Survey and Annual Fan Survey). Some of the key findings which will shape the Charity's work going forward are:

Annual Fan Survey 2022

- the amount of fans for whom 'Attitudes of others is a barrier when attending live sport' has almost doubled. The figure jumped from 15% in 2021 to 28.5% this year.
- over a quarter of disabled fans said that 'anxiety or lack of confidence is a barrier when attending live sport'. This was an increase from last year – rising from 24.5% to 26.5% – despite covid-19 restrictions abating.
- there was also a significant increase in the number of fans for whom 'difficulty purchasing tickets' was a barrier. This rose from 17% of fans in 2021 to 24% this year.

LEVEL PLAYING FIELD

DIRECTORS' REPORT (Continued)

- the number of disabled fans who said they are unable to attend certain sports or sporting venues due to lack of accessibility has increased to 36.5%. This is a significant increase from 30.5% in 2021.

Away Fan Survey

- nearly 50% of respondents said that poor views were barriers to attending away matches.
- while 28% of respondents have stated that not being in the away end with their own fans contributed to a poor away matchday experience.
- an additional 23% said that the lack of disability awareness from other fans contributes to a negative away day experience.
- the lack of disability awareness may have contributed to the fact that 43% of the disabled respondents stated that they had experienced some form of abuse or negative attitude at an away game in the last five years.

Campaigns - Weeks of Action

The campaign was very successful with significant buy-in by Clubs, Disabled Supporters Associations, Disabled Fans and governing bodies.

- 46% rise in impressions (social media)
- 116% rise in profile visits (social media)
- 80+ clubs participated

Clubs continued to showcase their commitment to making the game more inclusive and accessible for disabled fans through the service they provide.

A significant milestone this season took place at Wembley Stadium. For the first time in history, the National Anthem had a British Sign Language interpreter. This watershed moment not only made the matchday experience more inclusive but also raised essential awareness.

In September 2022, Level Playing Field announced that the Weeks of Action campaign would be rebranded as 'Unite for Access' from 2023.

FINANCIAL REVIEW

The financial position of the charity at 31st December 2022, as more fully detailed in the accounts, can be summarised as follows:

	2022 £	2021 £
Net income/(expenditure)	9,796	8,950
Unrestricted Revenue Funds available for the general purposes of the charity	196,207	186,411
Restricted Revenue Funds	-	-
Total Funds	196,207	186,411

RESERVES POLICY

The reserves policy is to maintain a level of unrestricted reserves which covers 6-12 months of operating costs.

LEVEL PLAYING FIELD

DIRECTORS' REPORT (Continued)

The report of the directors has been prepared having taken advantage of the small companies' exemption in the Companies Act 2006.

On behalf of the board

A handwritten signature in blue ink, appearing to be 'A Taylor', with a stylized flourish extending to the right.

A Taylor

Chair

Date: 23 June 2023

LEVEL PLAYING FIELD

INDEPENDENT EXAMINERS' REPORT

I report to the charity trustees on my examination of the accounts of the company for the year ended 31st December 2022 which are set out on pages 6 to 16.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Mark Harwood FCA BFP FMAAT
Michael Harwood & Co
Chartered Accountants
Greville House
10 Jury Street
Warwick
CV34 4EW

Date: 26th June 2023

LEVEL PLAYING FIELD

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating the Income and Expenditure Account)
For the year ended 31st December 2022

	Note	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Income from:							
Donations & grants	2	394	-	394	818	-	818
Charitable activities	3	121,123	304,803	425,926	74,107	270,902	345,009
Total income		121,517	304,803	426,320	74,925	270,902	345,827
Expenditure on:							
Raising funds		216	-	216	212	-	212
Charitable activities	4	86,117	323,489	409,606	36,706	290,195	326,901
Other	5	1,069	9,646	10,715	2,105	7,659	9,764
Total expenditure		87,402	333,135	420,537	39,023	297,854	336,877
Net income/(expenditure) for the year		34,115	(28,332)	5,783	35,902	(26,952)	8,950
Transfers between funds		(28,332)	28,332	-	(26,952)	26,952	-
Net movement in funds for the year		5,783	-	5,783	8,950	-	8,950
Fund balances brought forward		186,411	-	186,411	177,461	-	177,461
Fund balances at 31st December 2022	14	192,194	-	192,194	186,411	-	186,411

LEVEL PLAYING FIELD
(Company no. 11109719)

BALANCE SHEET
As at 31st December 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	8	2,748	1,356
Investments		1	-
		<u>2,749</u>	<u>1,356</u>
Current assets			
Debtors	9	12,088	9,785
Cash at bank and in hand		221,191	225,069
Total current assets		<u>233,279</u>	<u>234,854</u>
Current liabilities			
Creditors	10	(43,834)	(49,799)
Net current assets		<u>189,445</u>	<u>185,055</u>
Total assets less current liabilities		<u><u>192,194</u></u>	<u><u>186,411</u></u>
Funds of the Charity:			
Restricted funds		-	-
Unrestricted funds		192,194	186,411
Total charity funds	14	<u><u>192,194</u></u>	<u><u>186,411</u></u>

Directors' statements:

- The company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies;
- No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006;
- The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the Trustees on 23 June 2023.

On behalf of the Trustees



A Taylor
Chair

The notes on pages 9 to 16 form an integral part of the accounts.

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31st December 2022

1. ACCOUNTING POLICIES**(a) Basis of Accounting**

Level Playing Field is a company limited by guarantee in England & Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 and the nature of the charity's operations and principal activities are given in the Annual Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Income

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Investment income is earned through holding assets for investment purposes such as cash and is comprised of bank interest.

(c) Government Grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

1. ACCOUNTING POLICIES (continued)**(d) Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds includes the monthly charges of donation collection organisations.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Other expenditure represents those items not falling into the categories above and includes governance costs.

(e) Fixed Assets

Items of equipment costing over £200 are capitalised and are stated at cost (or deemed cost) or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Depreciation is provided on tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

- Computer Equipment 3 years straight line

(f) Investments

Investments in subsidiaries are measured at cost less impairment.

(g) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(h) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds subject to specific restricted conditions imposed by donors. The purposes and use of restricted funds are set out in note 13 to the financial statements.

(i) Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

2. DONATIONS AND GRANTS

	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Small donations individually less than £100	394	-	394	318	-	318
W3RT	-	-	-	500	-	500
Total donations and grants	394	-	394	818	-	818

3. INCOME FROM CHARITABLE ACTIVITIES

	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Income from Audits	74,383	-	74,383	14,453	-	14,453
Training Income	7,650	-	7,650	11,518	-	11,518
Membership Income	90	-	90	387	-	387
Performance-Related Grants:						
- Premier League Fans Fund	-	304,803	304,803	-	270,902	270,902
- The Football League	36,000	-	36,000	47,749	-	47,749
- The Football Association of Wales	3,000	-	3,000	-	-	-
Total income from charitable activities	121,123	304,803	425,926	74,107	270,902	345,009

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

4. EXPENDITURE ON CHARITABLE ACTIVITIES

	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Direct spending						
Expenses recharged	764	(633)	131	(256)	1,452	1,196
Weeks of Action & Campaigning	1,043	24,566	25,609	633	12,572	13,205
Regional DSA Forums	-	-	-	2	33	35
Event costs	2	28	30	(14)	(264)	(278)
Other campaign costs	11	217	228	-	-	-
Total direct spending	1,820	24,178	25,998	365	13,793	14,158
Support costs						
Staff costs (see Note 6)	69,151	236,019	305,170	32,678	220,324	253,002
Travel and subsistence	1,751	7,247	8,998	95	1,810	1,905
Telephone costs	102	1,194	1,296	33	1,343	1,376
Premises	2,237	42,506	44,743	2,188	41,579	43,767
Publicity	57	723	780	21	396	417
Administration & office supplies	927	6,266	7,193	728	6,006	6,734
Professional fees & insurance	629	4,585	5,214	316	1,677	1,993
Website & email hosting	3,152	97	3,249	250	2,993	3,243
Training	1,266	228	1,494	12	228	240
Postage	21	394	415	5	46	51
Bad debts	5,004	52	5,056	15	-	15
Total support costs	84,297	299,311	383,608	36,341	276,402	312,743
Total expenditure on charitable activities	86,117	323,489	409,606	36,706	290,195	326,901

5. OTHER COSTS

	2022 Unrestricted £	2022 Restricted £	2022 Total £	2021 Unrestricted £	2021 Restricted £	2021 Total £
Bank charges	102	-	102	83	6	89
Governance travel costs	77	277	354	18	337	355
Other legal and professional	557	6,656	7,213	1,885	5,046	6,931
Depreciation	94	1,781	1,875	119	2,270	2,389
Loss on disposal of assets	37	703	740	-	-	-
Sundry expenses	202	229	431	-	-	-
Total other costs	1,069	9,646	10,715	2,105	7,659	9,764

Independent examiner's remuneration

Included in the above figures are independent examination fees of £3,000 (2021 - £3,000) and other financial services of £846 (2021 - £756).

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

6. STAFF COSTS

	2022 £	2021 £
Gross wages	271,762	227,725
Social security costs	25,635	20,116
Pension costs	6,879	4,915
Other costs	894	246
Total salaries, wages and related costs	305,170	253,002

Average number of employees	7	6
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The number of employees who received total employee benefits (excluding employer pension costs of more than £60,000 is as follows:

£60,001 - £70,000	1	1
-------------------	---	---

7. TRUSTEE REMUNERATION AND EXPENSES

No Trustee or connected person received any remuneration or expenses either directly or indirectly.

8. TANGIBLE FIXED ASSETS

	Computer Equipment £	Total £
COST		
At 1 st January 2021	7,168	7,168
Additions	4,007	4,007
Disposals	(2,220)	(2,220)
At 31 st December 2022	8,955	8,955
DEPRECIATION		
At 1 st January 2021	5,812	5,812
Charge for the year	1,875	1,875
Eliminated on disposal	(1,480)	(1,480)
At 31 st December 2022	6,207	6,207
NET BOOK VALUE		
At 31 st December 2022	2,748	2,748
At 31 st December 2021	1,356	1,356

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

9. INVESTMENTS

	Shares in group undertakings £
COST	
At 1 st January 2021	-
Additions	1
At 31 st December 2022	<u>1</u>

The company's investments are as follows:

LPF Consultancy Limited

Company number:	14396922
Country of Incorporation:	England
Nature of Business:	Performing access audits on sporting stadia
Ordinary Shares of £1 each	100% held

LPF Consultancy Limited was incorporated on 4th October 2022 and commenced trading in February 2023.

9. DEBTORS

	2022 £	2021 £
Trade debtors	283	6,519
Prepayments	4,170	3,266
Other debtors	1,000	-
Amount owed by subsidiaries	6,635	-
	<u>12,088</u>	<u>9,785</u>

10. CREDITORS:
AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	393	1,326
Accruals	3,532	3,270
Social security & other taxes	9,694	7,041
Deferred income (see Note 11)	30,215	38,162
	<u>43,834</u>	<u>49,799</u>

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

11. DEFERRED INCOME

	2022 £	2021 £
Balance brought forward	38,162	23,562
Amounts released to income	(38,162)	(23,562)
Additions during the year	30,215	38,162
	<u>30,215</u>	<u>38,162</u>
Balance carried forward	<u>30,215</u>	<u>38,162</u>

Deferred income comprises performance-related grants covering the year ended 31st December 2023 (£30,215).

12. MOVEMENT ON FUNDS

	Balance at 01.01.2022 £	Income in year £	Expenditure in year £	Transfers £	Balance at 31.12.2022 £
Unrestricted & designated funds					
Unrestricted revenue funds	186,411	121,517	(87,402)	(28,332)	192,194
Total unrestricted funds	<u>186,411</u>	<u>121,517</u>	<u>(87,402)</u>	<u>(28,332)</u>	<u>192,194</u>
Restricted funds					
Fans' Fund	-	304,803	(333,135)	28,332	-
Total restricted funds	<u>-</u>	<u>304,803</u>	<u>(333,135)</u>	<u>28,332</u>	<u>-</u>
Total charity funds	<u>186,411</u>	<u>426,320</u>	<u>(420,537)</u>	<u>-</u>	<u>192,194</u>

13. RESTRICTED FUNDS

The purposes for which the restricted funds are held by the charity are:

- Fans' Fund Grant funding from the Premier League Fans' Fund to be used for the following outcomes:
- Outcome 1 - To Improve engagement between fans and fan groups and the key operational staff who deliver supporter liaison, disability access and any related facilities and services.
 - Outcome 2 - To make fans voice more representative, through the promotion and development of effective membership organisation.
 - Outcome 3 - To improve the matchday and non-matchday experience for all fans by making football more diverse and inclusive.
 - Outcome 4 - To fund use of not-for-profit skilled or professional services that create and support innovative fan engagement projects.
 - Outcome 5 - To improve the away fan experience.

LEVEL PLAYING FIELD

NOTES TO THE FINANCIAL STATEMENTS (Continued)
For the year ended 31st December 2022

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed Assets £	Current Assets £	Current Liabilities £	Total £
At 31st December 2022				
Restricted funds	2,611	35,583	(38,194)	-
Unrestricted funds	138	197,696	(5,640)	192,194
	<u>2,749</u>	<u>233,279</u>	<u>(43,834)</u>	<u>192,194</u>
At 31st December 2021				
Restricted funds	1,288	32,719	(34,007)	-
Unrestricted funds	68	202,135	(15,792)	186,411
	<u>1,356</u>	<u>234,854</u>	<u>(49,799)</u>	<u>186,411</u>

15. RELATED PARTY TRANSACTIONS

During the year the company made no transactions with related parties.

16. FINANCIAL COMMITMENTS

At 31st December 2022, the charity had total commitments under non-cancellable operating leases of £11,290.

17. POST BALANCE SHEET EVENTS

In February 2023 LPF Consultancy Ltd, a trading subsidiary of Level Playing Field (see Note 9), started trading with the Income from Audits being transferred over.